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WOMEN IN INDUSTRY IN WAR-TIME

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WOMEN IN INDUSTRY IN WAR-TIME

"Woman's work in the war has been a vital contribution to our success. It would have been impossible to produce that overwhelming mass of ammunition at the Somme had it not been for the work of the women. They have shown a devotion, a zeal, a courage which are beyond challenge." Lloyd-George.

Abbott, Edith. War and women's work in England. (in Journal of political economy. v. 25, p. 641–78, July 1917)

Discussion of the war in relation to the employment of women in industry and a summary of recent publications on the subject.

American association for labor legislation. Labor laws in war time; special bulletin, no. 1–date, April 1917–date.

Ashford, E. B. Women in distributive trades; displacement study. (in Women's industrial news. v. 20, p. 9–14, April 1916)

Barker, J. E. How to find two million war-workers. (in Nineteenth century. v. 81, p. 758–72, April 1917)

Recommends conscription to relieve shortage of labor.

Billington, M. F. Woman's share in the war's work. (in London quarterly review. v. 125, p. 70–83, January 1916)

Boston. Merchants national bank. Women's work in war time, by W. I. Bullard. 85 p. Bost. The Bank, c1917.

Discusses the replacement of men by women in industry in Great Britain and the various operations in the industries in which women have been or can be employed.

British association for the advancement of science. Credit, industry, and the war, being reports and other matter presented to the section of economic science and statistics of the British association for the advancement of science, Manchester 1915, edited by A. W. Kirkaldy. 268 p. Lond. Pitman, [1916].

Outlets for labour after the war—replacement of men by women in industries, p. 68–192.

——— ———. Labour, finance and the war, being the results of inquiries, arranged by the section of economic science and statistics of the British association for the advancement of science, during the years 1915 and 1916, edited and with a preface by A. W. Kirkaldy. 344 p. Lond. Pitman, 1916.

Replacement of men by women in industry during the war, p. 58–213.
Summary in Monthly review of the United States Bureau of labor statistics, March 1917.

Brooks, F. W. Women as substitutes for men employes, experience has shown them to be efficient in clerical positions; opinions of railway managers in Great Britain and Italy. (in Aera. v. 6, p. 190–96, October 1917)

Cole, G. D. H. Labour in war time. 316 p. Lond. Bell, 1915.

Women and the war, p. 227–253.

Council of national defense. Labor committee. British labor's war message to American labor, addresses and discussions at meeting of Committee on labor of Council of national defense held in Washington, D. C., May 15, 1917. 100 p. Wash. Govt. 1917. (S. doc. 84)

Addresses by the labor representatives of the British commission sent to this country by the British government.
Describes the mobilization of labor for war service, labor conferences with the Government, the safe-guarding of trade-union standards, and other phases of the cooperation that exists.
Also in American federationist. v. 24, p. 441–53, 533–41, 627–31, 985–88, June, July, August, November 1917.

——— ———. **Committee on women in industry.** Pamphlet, December 1, 1917.

Includes standards for employment of women on war supplies.

Detroit. Board of commerce. Report on recruiting women workers for war industries, compiled by the Executives' club. 4 p. (Typewritten) Detroit, The Board, 1917.

Report is in three parts: On recruiting and placing of applicants; On standards of working conditions; On education.

Fabian society. War; women; and unemployment, by the Women's group executive. 27 p. Lond. The Society, 1915. (Fabian tract no. 178)

George, W. L. Woman after the war. (in English review. v. 23, p. 516–27, December 1916)

Holds the view that women who stay in the trades will take the work that men will want later and that their presence will mean a general decrease in wages.

Great Britain. Board of trade. Employment of women and boys in munition works in Italy. (in its Labour gazette. v. 24, p. 452–53, December 1916)

Reprinted in Monthly review of the United States Bureau of labor statistics, March 1917, p. 358–60.

——— ———. ——— ———. Extension of the employment of women. (in its Labour gazette. v. 24, p. 357–58, October 1916; v. 25, p. 7–8, 125–26, 274–75, January, April, August 1917)

Summary in August 1917 number.
Reprinted in Monthly review of the United States Bureau of labor statistics, March, June, and October 1917.

——— ———. ——— ———. Migration of women's labour through the employment exchanges. (in its Labour gazette. v. 25, p. 92–93, March 1917)

Reprinted in Monthly review of the United States Bureau of labor statistics, May 1917, p. 661–64.

——— ———. ——— ———. [Three] reports on the state of employment in the United Kingdom, September 1914, October 1914, February 1915. (Cd. 7703, 7755, 7850)

——— ———. ——— ———. Work of the Women's county agricultural committee. (in its

Labour gazette. v. 24, p. 447–48, December 1916)

Function of these committees:
1. To carry on propaganda work to promote the employment of women in agriculture.
2. To register women and arrange for their placing in work and for their training where necessary.
3. To increase the production of home-grown food in every village.

——— ———. **Central committee on women's employment.** Interim report. 42 p. Lond. Govt. 1915. (Cd. 7848)

Contains some interesting suggestions on the promotion of new openings for permanent employment of women.

——— ———. **Commission of inquiry into industrial unrest.** Reports. 8 parts. Lond. Govt. 1917.

Conditions of women's work given as one of the causes of industrial unrest.
Summarized in Monthly review of the United States Bureau of labor statistics, October 1917, p. 33–38.

——— ———. **Factories and workshops, Chief inspector of.** Women and girls in industry, by Miss Anderson. (in Annual report. 1914, p. 32–54)

——— ———. ——— ———. Effect of the second year of war on industrial employment of women and girls, by Miss Anderson. (in Annual report. 1915, p. 13–15)

——— ———. ——— ———. Effect of the third year of war on industrial employment of women and girls, by Miss Anderson. (in Annual report. 1916, p. 5–10)

"The national gain appears to me to be overwhelming, as against all risks of loss or disturbance, in the new self-confidence engendered in women by the very considerable proportion of cases where they are efficiently doing men's work at men's rates of pay."

——— ———. **Home office.** Interim report on an investigation of industrial fatigue by physiological methods, by A. F. S. Kent. 34 p. Lond. Govt. 1915. (Cd. 8056)

——— ———. ——— ———. Second interim report on an investigation of industrial fatigue by physiological methods, by A. F. S. Kent. 76 p. Lond. Govt. 1916. (Cd. 8335)

——— ———. ——— ——— **and Board of trade.** Collection of pamphlets on the substitution of women in industry for enlisted men, no. 1–date, 1916–date.

Information as to processes in which, and the methods by which, temporary substitution of women for enlisted men is already being successfully carried out in the trades.

——— ———. **Munitions, Ministry of.** Dilution of labour bulletin, no. 1–date, October 1916–date.

——— ———. ——— ———. Notes on the employment of women on munitions of war, with an appendix on training of munition workers. 94 p. Lond. Govt. [1916].

Discusses the question of how far women are able to do the work formerly done by men and the methods adopted to make certain occupations more suitable to them.

——— ———. ——— ———. Process sheets, no. 1–date.

Showing industrial operations on which women are successfully employed.

——— ———. ——— ———. Report, by mission appointed by the Director general of recruiting for munitions work, on the output of munitions in France. 10 p. Lond. Govt. 1916. (Cd. 8187)

Opinion is that output of women on small work equals and in some cases excels that of men and in the case of heavier work, within certain limits, is of the same value, although possibly the strain is greater than considered reasonable in English factories.

——— ———. ——— ———. **Health of munition workers committee.** Interim report; industrial efficiency and fatigue. 121 p. Lond. Govt. 1917. (Cd. 8511)

pt. 1, Industrial and statistical studies: Industrial fatigue and its causes; Output in relation to hours of work; The Comparative efficiencies of day work and night work; The Causes and conditions of lost time; Incentives to work, with special reference to wages.
pt. 2, Medical studies: Report on the health and physical condition of male munition workers; Inquiry into the health of women engaged in munition factories.

——— ———. ——— ———. ——— ———. Memoranda, no. 1–date, 1916–date.

No. 1, Sunday labour; no. 2, Welfare supervision; no. 3, Industrial canteens; no. 4, Employment of women; no. 5, Hours of work; no. 6, Canteen construction and equipment (Appendix to no. 3); no. 7, Industrial fatigue and its causes; no. 8, Special industrial diseases; no. 9, Ventilation and lighting of munition factories and workshops; no. 10, Sickness and injury; no. 11, Investigation of workers' food and suggestions as to dietary; no. 12, Statistical information concerning output in relation to hours of work; no. 13, Juvenile employment; no. 14, Washing facilities and baths; no. 15, Effect of industrial conditions upon eyesight; no. 16, Medical certificates for munition workers; no. 17, Health and welfare of munition workers outside the factory; no. 18, Hours of labor in relation to output in British munition factories (Appendix to no. 5).
Reprinted in Bulletins nos. 221, 222, 223 of the United States Bureau of labor statistics.

——— ———. **War office.** Women's war work in maintaining the industries of export trade in the United Kingdom; information officially compiled for the use of recruiting officers, military representatives and tribunals. 93 p. Lond. Govt. [1916].

Issued, as stated in the preface, because it was believed that a more wide-spread knowledge of the success which had been attained by women in nearly all branches of men's work was most desirable and would lead to the release to the colors of large numbers of men who had hitherto been considered indispensable.

Hewes, Amy and Walter, H. R. Munition makers. 158 p. N. Y. Russell Sage Foundation, 1917.

Women as munition makers; a study of conditions in Bridgeport, Connecticut, by Amy Hewes.
Munition workers in England and France; a summary of reports issued by the British Ministry of munitions, by H. R. Walter.

Kinloch-Cooke, Sir Clement. Women and the reconstruction of industry. (in Nineteenth century. v. 78, p. 1396–1416, December 1915)

Examination into the extended employment of women and their replacement of men.

National association of corporation schools. War and the woman wage-earner. (in its Bulletin. v. 4, p. 13–24, October 1917)

Compilation of data relative to condition of women wage-earners of the United States as affected by the war in Europe.

New York (City). Merchants' association. Are women being employed to replace

soldiers? (in its Greater New York. v. 6, p. 5–9, November 12, 1917)

Results of an original investigation made by the Industrial bureau of the Association.

——— ———. ——— ———. How British industry was adapted to the war. (in its Greater New York. v. 6, p. 7–12, November 26, 1917)

Summary made by the Industrial bureau of the Association of what the English committee from the Ministry of munitions had to tell the manufacturers of the United States, with a selection of the questions asked and the answers given by the Committee.

Northcott, C. H. Organization of labor for war. (in Political science quarterly. v. 32, p. 209–23, June 1917)

"The methods taken for the control of industry constitute the most significant contribution of England to industrial history during the war, and form an epoch-making innovation."

Porter, H. F. Increasing employment of women in business. (in Americas. v. 3, p. 9–13, August 1917)

The author says that it is no longer a question of whether the replacement of men by women is desirable or feasible; the scarcity of men makes the employment of women a necessity.

Rathbone, E. F. Remuneration for women's work. (in Economic journal. v. 27, p. 55–68, March 1917)

States that two problems at least, concern women in the work of reconstruction after the war—the problem of the position of the skilled woman in industry and that of the working class mothers.

Smith, Rosamond. Women and munition work. (in Women's industrial news. v. 20, p. 14–20, April 1916)

Still, F. R. Women as machinists. (in Industrial management. v. 53, p. 650–54, August 1917)

Speaks of the transformation in shop methods and the reorganizing of plants to employ women without undue exertion or permanent injury.

Stone, Gilbert, ed. Women war workers. 319 p. Lond. Harrap, 1917.

Accounts contributed by representative workers of the work done by women in the more important branches of war employment, with a foreword by Lady Jellicoe.

Stuart-Stephens, Major. Woman-power. (in English review. v. 23, p. 549–55, December 1916)

Urges conscription for women for factories, farm labor, etc.

United States. Bureau of labor statistics. Employment of women and juveniles in Great Britain during the war. 121 p. Wash. Govt. 1917. (Bulletin no. 223)

——— ———. ——— ———. Hours, fatigue, and health in British munition factories. 146 p. Wash. Govt. 1917. (Bulletin no. 221)

——— ———. ——— ———. Welfare work in British munition factories. 66 p. Wash. Govt. 1917. (Bulletin no. 222)

These three bulletins are made up of reprints of official and quasi-official documents, giving the experience of Great Britain and other foreign countries in dealing with labor conditions resulting from the war.

——— ———. ——— ———. Industrial poisons used or produced in the manufacture of explosives, by Alice Hamilton. 141 p. Wash. Govt. 1917. (Bulletin no. 219)

——— ———. ——— ———. Measures of protection for working mothers in France. (in its Monthly review. v. 5, p. 39–41, July 1917)

——— ———. ——— ———. Replacement of men by women in French industries; and Establishment of trade schools for French munition workers. (in its Monthly review. v. 5, p. 42–44, October 1917)

Data taken from Bulletin du Ministère du travail et de la prévoyance sociale, April–May 1917.

——— ———. ——— ———. Women's wages in munition factories in Great Britain. (in its Monthly review. v. 5, p. 119–28, August 1917)

Short history of wage regulation.

——— ———. **War department.** Suggestions for arsenal commanders and manufacturers; standards of employment in war work, issued by the Chief of ordnance, Novembe 15, 1917. Wash. Govt. 1917.

Issued simultaneously by the Quartermaster general. Summarized in Official bulletin, November 21, 1917.

——— ———. **War industries board. Storage committee.** Report on the employment of women in the storage and warehousing depots of the U. S. army. Bulletin no. 9. (in preparation)

War, women, wages and munitions. (in Survey. v. 35, p. 692–93, March 11, 1916)

Discusses effectiveness of the rules formulated by the Munitions labor supply committee and the recommendations of the Health of munitions workers' committee.

Wells, Martin. Women workers of France. (in Scientific American. v. 114, p. 238–39, March 4, 1916)

New duties that women are assuming to release men needed at the front.

Zimmern, D. M. Civil service and women. (in Political quarterly. no. 8, p. 79–103, September 1916)

Based on a report of an inquiry made on behalf of the Women's industrial council.

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Bureau of railway economics, comp. List of references to articles relating to t' employment of women on railroads and stre railways. (in Special libraries. v. 9, p. 119–21, October 1917)

Detroit (Mich.). Public library. Selected list of references on women workers in war. 4 p. (Typewritten) Detroit, The Library, 1917.

McBride, Christine and Kingsbury, S. M. Social welfare in time of war and disaster; a bibliography. (in Survey. v. 39, p. 94–96, 100–01, 287–89, 301, October 27, December 8, 1917)

United States. Library of congress. List of references on woman's work in the European war. 8 p. (Typewritten) Wash. Govt. 1917.